lay 21, 2003

Standing Committee on Community Affairs and Economic Development
First Report of the Fourth Session Sixty-first General Assembly
Attracting New Workers to the Trades Sector

ladam Speaker and Members of the Legislative Assembly:

have the pleasure to present the interim report of the Standing Committee on Community ffairs and Economic Development on the topic of attracting new workers to the trades sector.

ntroduction

December 2002, your Committee on Community Affairs and Economic Development was harged, by resolution, with the responsibility of holding public hearings on the topic of tracting new workers to the trades sector, studying the issue, and reporting their findings to the egislative Assembly.

he motion, debated on December 4 and December 18, and carried unanimously on ecember 18, 2002, read as follows:

WHEREAS a strong economy and low interest rates have led to a building boom on Prince dward Island,

ND WHEREAS some businesses have had to put expansion plans on hold or to scale back perations due to a lack of employees;

ND WHEREAS the average age of a construction worker is 54 and many will be retiring oon;

ND WHEREAS it is estimated that at least 2,500 new skilled workers will be needed on rince Edward Island just to keep up with industry growth and attrition over the next ten years;

ND WHEREAS trades industries are sometimes viewed negatively due to perceptions of dirty hard work, long hours, low pay, seasonal jobs and a vulnerability to downturns in the onomy;

ND WHEREAS people in skilled trades will likely have long, stable careers, use sophisticated chnology and make above-average salaries;

ND WHEREAS a recent Canadian Federation of Independent Business survey shows that the nstruction industry has the biggest problems finding skilled labour;

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/HEREAS both the Canadian Federation of Independent Business and the Construction tion of Prince Edward Island have studied this issue and have outlined suggestions to the challenge;

/HEREAS suggestions include aligning federal-provincial training programs and , improving private and vocational training, encouraging students who don't complete ool to consider working in a trade, and promoting a better image of a career in trades;

/HEREAS a recent workforce strategy, paid for by the Canada/Prince Edward Labour Development and the Construction Association of Prince Edward Island, states that an y of the current labour force is essential to plan for the supply over the long term;

EFORE BE IT RESOLVED that this Assembly direct the Standing Committee on nity Affairs and Economic Development to meet to study the issue, hold public hearings rt back to this Assembly in the Spring 2003.

ttee Members

nt Members of your Committee are:

cKenzie, Chair (MLA District 18, Park Corner-Oyster Bed)
Arsenault (MLA District 24, Evangeline-Miscouche)
ester Gillan (MLA District 11, Parkdale-Belvedere)
acAdam (MLA District 2, Morell-Fortune Bay)
n MacKinley (MLA District 16, North River-Rice Point)
tch Murphy (MLA District 20, Kensington-Malpeque)

e Members of your Committee included:

nall (MLA District 4, Montague-Kilmuir)
own (MLA District 23, Cascumpec-Grand River)
cAleer (MLA District 14, Charlottetown-Spring Park)
acDonald (MLA District 22, St. Eleanors-Summerside)
oney (MLA District 1, Souris-Elmira)

ltation Phase

Committee has met a total of eight times to consider the issue of shortages of s to the trades: on February 19, March 5, March 6, March 27, April 4, April 10, May 13, 2003.

ee heard testimony from apprenticeship students, parents, representatives of a ciations and business organizations, federal, provincial and local governments, ose responsible for providing vocational training in the province.

ocuments have been reviewed by your Committee during its investigations; a graphy of reference materials is provided as Appendix A to this report.

of February 19, 2003, your Committee met to consider its mandate and to plan its . Your Committee identified specific organizations as having expertise in the f the various trades and those who were determined by your Committee to be key the provision of trades education. Your Committee agreed to invite from these organizations before it to provide pertinent background information situation prior to beginning any further public consultation.

agreed to advertise in *The Guardian*, *La Voix Acadienne*, *The Journal-Pioneer*, *e Graphic* and the *Eastern Graphic* to solicit public input from organizations and erested in making their views known on the topic.

003, your Committee heard presentations from representatives of the Department he Department of Development and Technology, Holland College, and Human elopment Canada. The following day, March 6, 2003, your Committee continued ns with presentations made by representatives of the Carpenters Union Local national Brotherhood of Electrical Workers Local 1432, the Construction Prince Edward Island, Slemen Park Corporation, the PEI Federation of Labour, nd Pipefitters Union Local 721, and Skills Canada PEI Inc.

he newspaper advertising which ran throughout the province in late February and our Committee was contacted by a number of persons interested in making efore it. Your Committee met on March 27, 2003, to review the replies to its lic comment and to schedule a series of meetings.

were held in Charlottetown and Summerside, on April 4 and April 10, 2003, hear presentations from representatives of government, private industry, apprentices, trades associations, unions and other interested groups. Your reviewed written submissions. A complete list of intervenors is attached as this report.

ril 15, 2003, your Committee began consideration of the evidence heard to
it had specific questions to be addressed to the Labour Market
ment Management Committee and to Holland College. Representatives of
evelopment Canada, Holland College, and the provincial Department of
echnology were invited to provide additional information and assistance to
meeting scheduled for May 13, 2003. At the conclusion of that meeting,
ewed the information received, and commenced deliberations on its interim

n - Is There a Skills Shortage?

blic consultations, and through further study of the matter, it has become
ttee that the issues of current and predicted shortages of tradespeople, and
ategies of attracting new workers to the trades, are not entirely clear-cut.
learned that shortages exist in some geographic locations and not others; in
others. Anecdotal evidence of current shortages is bolstered by predicted
which suggest the problem is major and intensifying; however, your
presented with conclusive evidence in the form of surveys or inventories to
a current crisis.

ing. For example, Statistics Canada indicates that by the year 2012, Prince
eed 6,000 workers in the construction industry. Taking into account the
struction worker in the province, this translates into a requirement for an
kers for the industry (The Construction Association of Prince Edward
3). In support of this prediction, just over 64% of construction businesses
ince between July and December of last year indicated concern over the
labour in the province, and anticipated it will become even harder in the
ed employees (Canadian Federation of Independent Business Survey
).

, are the results of another survey. Holland College conducts an annual
how many of its graduates are employed and how employment is related to
Holland College. In May 2002, less than 40% of graduates from its
urse were employed as carpenters. Just one half of the plumbing graduates
e industry, and only 25% of graduates from the industrial electrical course
occupation directly related to their training. (Holland College, May 12,

ey stakeholders, industry educators and government, have confirmed that
hich needs to be strengthened. Until further analysis has been undertaken
difficult to develop a collective solution to the recruitment, training and
als in the trades in order to address current and/or future shortages.

Conclusion

A crucial surve
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Respectfully su

Beth MacKenz
Chair
Standing Comm

ruction industry is scheduled to be completed by the end of June
ed industry profile for the construction industry on Prince Edward
dential, industrial, commercial and institutional sub-sectors. The
alysis of the balance between supply and demand for workers in
process calls for several forums to take place across the province to
issues facing the industry and to facilitate an action plan to address
el of industry support for establishing a sector council will be

o date, your Committee has concluded that there is some doubt as to
problem of shortages of skilled tradespeople in the province. This
spects of your Committee's examinations into the issue of attracting
lowever, the research which will provide a rationale for your
ns is now underway, and is expected to be completed in the near
review the results of the construction industry survey in detail in
s final report, which will complete its work on this issue.

cknowledges all of the presenters who participated in the hearings,
ed written briefs. The knowledge, expertise and interest

enefit to your Committee in its endeavour to understand the actual
lled trades people and how it affects, and will affect, the people of

his report, your Committee requests permission to meet between the
the Sixty-first General Assembly so that it might conclude its
. Your Committee will submit its final report in the fall sitting of
-first General Assembly.

mmunity Affairs and Economic Development

Appendix A

Selected Bibliography

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Analysis, AMEC and Advantage Communications, March

Plan, Promoting Trades and Health Careers on Prince
nc., December 2002

ins, Results of CFIB Surveys on Labour Availability, April

Younker Roche Soloman, January 1998

Apprenticeship Board
Grant MacLeod

Apprenticeship Students
Trevor Abbott
Jamieson Ellsworth
Philip Harding
Gordon Hill
Mark Holmes
Mark Hume
Robert MacKinnon
Josh Proud
Ryan Rogerson
Mark Weavers

Associations and Organizat
Ken DesRoches, Slemon Par
Art Gennis, Skills Canada PI
Mary Kenny, Atlantic Home
John MacDonald, Greater Su
Joe Murphy, Prince Edward
Francis Reid, Construction A
Andy Lou Somers, East Prin
Charles Williams, Constructi

Federal Government - Hun
Derek Gee, Director
Diane Giffin-Boudreau, Dire

Holland College
Jenna Boon, Program Manag
Borden Boyles, Chair, Board
Maria Driscoll, Recruiting O
Jeanette MacAulay, Vice Pre
Sandy MacDonald, Executiv
Brian McMillan, Vice Presid

Municipal Government
Brent Gallant, Summerside I

Parents
Esther Campbell
Jim Kinnie

Appendix B

ntervenors

n

Renovation Sector Council
hamber of Commerce
Builders and Heavy Construction Association
Prince Edward Island
Information Centre
on of Prince Edward Island

es Development Canada

Delivery

s

lopment and External Relations
cademic and Learning Innovations Unit
s

velopment Committee

Provincial Go
Mike Clow, Di
Shauna Sulliva
Frank Henness
Craig Norton, M
Barbara Traino

Provincial Go
Birt MacKinno

Union Repres
Daryl Coles, C
Paul Chaisson,
Leo Cheverie,
Gerry MacDon
Lloyd MacDon
Sandy MacKay
Ray McBride,

Western Scho
Gary Doucette
Sonia Osborne
Ron Rice

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on of North America Local 1077
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